

# 令和5年3月分毎月勤労統計調査参考値（指数）

| 調査年月   | 事業所規模 | 産業分類 | 賃金指数     |              |         | 労働時間指数   |         |         | パートタイム<br>比率 | 入職率  | 離職率  | 賃金指数     |                | 賃金指数<br>(所定外給与) | 賃金指数<br>(特別給与) |
|--------|-------|------|----------|--------------|---------|----------|---------|---------|--------------|------|------|----------|----------------|-----------------|----------------|
|        |       |      | (現金給与総額) | (きまって支給する給与) | (所定内給与) | (総実労働時間) | (所定内時間) | (所定外時間) |              |      |      | (実質賃金総額) | (実質賃金<br>きま給与) |                 |                |
| 202303 | 5人以上  | TL   | 89.9     | 101.4        | 101.9   | 100.7    | 101.2   | 94.4    | 31.1         | 1.52 | 1.84 | 85.3     | 96.2           | 95.4            | 36.8           |
|        |       | D    | 85.9     | 98.9         | 104.3   | 101.7    | 107.8   | 45.1    | 10.7         | 0.44 | 0.87 | 81.5     | 93.8           | 48.7            | 22.9           |
|        |       | E    | 97.5     | 105.4        | 105.0   | 102.1    | 101.1   | 111.4   | 12.0         | 0.79 | 0.79 | 92.5     | 100.0          | 109.2           | 63.8           |
|        |       | F    | 97.3     | 116.9        | 113.1   | 111.5    | 108.5   | 154.0   | 4.8          | 0.31 | 0.80 | 92.4     | 111.0          | 153.6           | 6.2            |
|        |       | G    | 74.9     | 89.0         | 85.7    | 103.2    | 101.0   | 129.5   | 9.0          | 0.96 | 0.67 | 71.1     | 84.5           | 139.5           | 3.4            |
|        |       | H    | 99.5     | 111.6        | 131.4   | 101.0    | 110.1   | 56.4    | 14.3         | 2.39 | 0.85 | 94.4     | 105.9          | 47.6            | 6.1            |
|        |       | I    | 86.4     | 98.2         | 96.8    | 101.2    | 99.9    | 130.2   | 56.5         | 1.47 | 2.12 | 82.0     | 93.2           | 131.8           | 20.6           |
|        |       | J    | 77.2     | 97.4         | 98.7    | 98.1     | 98.5    | 93.3    | 5.9          | 0.75 | 2.23 | 73.2     | 92.4           | 79.2            | 2.5            |
|        |       | K    | 121.2    | 146.6        | 151.9   | 106.0    | 105.5   | 113.6   | 6.4          | 0.18 | 0.62 | 115.0    | 139.1          | 59.1            | 11.4           |
|        |       | L    | 80.2     | 102.8        | 102.2   | 102.2    | 103.4   | 87.3    | 14.1         | 0.36 | 1.82 | 76.1     | 97.5           | 112.1           | 16.3           |
|        |       | M    | 130.3    | 123.7        | 121.1   | 120.2    | 119.4   | 146.4   | 80.4         | 5.86 | 7.41 | 123.7    | 117.4          | 193.0           | 259.1          |
|        |       | N    | 80.4     | 90.6         | 91.7    | 87.7     | 88.5    | 65.6    | 68.4         | 2.11 | 1.41 | 76.3     | 86.0           | 56.2            | 0.1            |
|        |       | O    | 88.4     | 109.1        | 107.1   | 103.6    | 106.5   | 76.9    | 21.7         | 0.70 | 3.45 | 83.8     | 103.5          | 273.6           | 16.3           |
|        |       | P    | 86.5     | 93.5         | 92.5    | 96.1     | 94.6    | 138.6   | 36.0         | 1.73 | 1.13 | 82.1     | 88.8           | 115.1           | 43.9           |
|        |       | Q    | 86.0     | 99.9         | 97.4    | 110.8    | 108.9   | 149.3   | 15.7         | 0.19 | 0.88 | 81.6     | 94.8           | 163.8           | 30.8           |
| R      | 86.0  | 93.4 | 93.0     | 98.9         | 98.2    | 107.5    | 30.5    | 1.89    | 2.07         | 81.6 | 88.6 | 97.3     | 51.4           |                 |                |

| 調査年月   | 事業所規模 | 産業分類 | 賃金指数     |              |         | 労働時間指数   |         |         | パートタイム<br>比率 | 入職率  | 離職率  | 賃金指数     |                | 賃金指数<br>(所定外給与) | 賃金指数<br>(特別給与) |
|--------|-------|------|----------|--------------|---------|----------|---------|---------|--------------|------|------|----------|----------------|-----------------|----------------|
|        |       |      | (現金給与総額) | (きまって支給する給与) | (所定内給与) | (総実労働時間) | (所定内時間) | (所定外時間) |              |      |      | (実質賃金総額) | (実質賃金<br>きま給与) |                 |                |
| 202303 | 30人以上 | TL   | 89.3     | 101.0        | 101.8   | 99.5     | 99.8    | 96.0    | 25.8         | 1.32 | 1.91 | 84.7     | 95.8           | 92.8            | 40.2           |
|        |       | D    | 77.0     | 88.0         | 103.2   | 84.0     | 94.5    | 45.9    | 5.4          | 0.50 | 0.61 | 73.1     | 83.5           | 43.1            | 45.2           |
|        |       | E    | 97.1     | 105.3        | 105.1   | 101.5    | 100.6   | 110.0   | 10.6         | 0.82 | 0.93 | 92.1     | 99.9           | 107.0           | 64.9           |
|        |       | F    | 106.2    | 128.4        | 126.3   | 110.0    | 106.8   | 141.7   | 2.3          | 0.46 | 0.25 | 100.8    | 121.8          | 141.7           | 6.9            |
|        |       | G    | 69.4     | 84.2         | 78.4    | 101.3    | 98.9    | 131.1   | 11.0         | 1.18 | 0.83 | 65.9     | 79.9           | 178.3           | 3.6            |
|        |       | H    | 89.6     | 106.2        | 120.4   | 95.3     | 101.7   | 66.4    | 19.3         | 3.81 | 1.35 | 85.0     | 100.8          | 57.8            | 1.9            |
|        |       | I    | 75.9     | 79.5         | 80.6    | 86.8     | 88.0    | 66.2    | 68.8         | 1.23 | 2.47 | 72.0     | 75.5           | 58.2            | 53.2           |
|        |       | J    | 82.9     | 103.8        | 103.4   | 101.9    | 99.3    | 141.7   | 4.2          | 1.34 | 4.00 | 78.6     | 98.5           | 109.3           | 4.0            |
|        |       | K    | 76.6     | 93.0         | 92.2    | 94.3     | 92.1    | 130.4   | 26.7         | 0.73 | 2.58 | 72.7     | 88.3           | 109.7           | 27.5           |
|        |       | L    | 77.1     | 100.8        | 100.9   | 101.9    | 103.7   | 81.4    | 12.7         | 0.43 | 2.19 | 73.2     | 95.7           | 99.5            | 15.2           |
|        |       | M    | 126.1    | 130.0        | 124.5   | 146.1    | 145.0   | 172.0   | 85.7         | 5.94 | 4.95 | 119.6    | 123.4          | 535.5           | 0.0            |
|        |       | N    | 90.4     | 103.6        | 107.7   | 109.2    | 112.6   | 44.9    | 57.1         | 0.93 | 1.87 | 85.8     | 98.3           | 27.0            | 0.1            |
|        |       | O    | 96.2     | 123.9        | 121.2   | 118.3    | 116.1   | 145.5   | 10.1         | 0.39 | 4.70 | 91.3     | 117.6          | 288.6           | 0.0            |
|        |       | P    | 83.2     | 91.4         | 90.8    | 94.0     | 92.6    | 130.8   | 30.5         | 1.13 | 1.47 | 78.9     | 86.7           | 102.1           | 33.8           |
|        |       | Q    | 81.1     | 94.3         | 96.1    | 103.7    | 105.8   | 81.2    | 18.0         | 0.28 | 1.28 | 77.0     | 89.5           | 75.7            | 26.5           |
| R      | 94.0  | 96.8 | 98.4     | 97.9         | 98.8    | 88.9     | 31.3    | 1.95    | 2.59         | 89.2 | 91.9 | 83.5     | 78.9           |                 |                |